

GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT

**THE MINIMUM WAGES ACT** - Revision of minimum rates of wages in the employment in "PAPER AND PAPER BOARDS (INCLUDING STRAW BOARD) INCLUDING HAND MADE PAPER MANUFACTORY" in Part-I of the schedule of the Minimum Wages Act, 1948 - Preliminary Notification – Orders - Issued.

(LABOUR EMPLOYMENT TRAINING AND FACTORIES (Lab.II) DEPARTMENT)

G.O.Rt.No. 732

Dated:11.06.2010

Read the following:

1. G.O.Ms.No.37, Labour, Employment, Training and Factories (Lab.II) Department, dt.13.08.2004.
2. From the Commissioner of Labour, Andhra Pradesh, Hyderabad, Lr.No.N1/12218/2009, dated 5.10.2009.

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ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Andhra Pradesh Gazette in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

BHANWARLAL  
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores  
purchase, Andhra Pradesh, Hyderabad for  
publication in the extra-ordinary issue of  
Andhra Pradesh Gazette and supply 20 copies to  
Government 1000 copies to

the Commissioner of Labour, Andhra Pradesh, Hyderabad.

The Commissioner of Labour, Andhra Pradesh, Hyderabad.

All Collectors, through Commissioner of Labour, Andhra Pradesh,  
Hyderabad.

The Secretary to Government of India, Ministry of Labour &  
Employment, Shramshakti Bhawan, New Delhi.

The Secretary to Government, Department of Labour and Employment,  
Government of Tamilnadu, Chennai.

The Commissioner, Information and Public Relations, Secretariat Buildings,  
Hyderabad for giving publicity in press.

The Law (B) Department.

Sf/Sc.

// FORWARDED:: BY ORDER //

SECTION OFFICER

**PRELIMINARY NOTIFICATION**

The following revision of minimum rates of wages as specified in column (3) of the Schedule below as payable to each category of the employees specified in column (2) thereof in the employment in "PAPER AND PAPER BOARDS(INCLUDING STRAW BOARD) INCLUDING HAND MADE PAPER MANUFACTORY" in Part-I of the schedule of the Minimum Wages Act, 1948 (Act 11 of 1948) which it is proposed to make in exercise of the powers conferred by sub-section (1) of section 3 and sub-section (2) of section 5 of the said after consulting the State Minimum Wages Advisory Board is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within the period of two months from the date of publication of this notification in the Andhra Pradesh Gazette will be considered by the Government of Andhra Pradesh.

3. Objections or suggestions should be addressed to the Principal Secretary to Government, Labour, Employment, Training and Factories Department, Government of Andhra Pradesh through the Commissioner of Labour, Andhra Pradesh, Hyderabad.

The Schedule

S.No	Category of Employees	Basic Wage					
		Paper Manufactory		Paper Board Manufactory		Handmade paper Manufactory	
		Zone-I	Zone-II	Zone-I	Zone-II	Zone-I	Zone-II
1.	<b>Highly skilled (Grade.I):</b> Machine Driver, Welder Grade.I, Electrician Grade.I, Instrument Machine Moulder Grade.I, Patron Maker, Plumber, Lineman, Refrigeration Mechanic, Checker, Bleaching Operator, Winder, Boiler Attendant, Bank Tender, Cable Jointer, Turbine Attendant, Shift Supervisor and Chemist, Foreman (Ele.Mechanical) Instrumentation, Rewinder, Paper Mechanic, Workshop Cutters, Pulp Mill aeronics Etc., Roll Grinder, Senior Mechanic, Senior Wireman.	6703	5967	6703	5967	6387	5802
2.	Skilled (Grade-B):- Operator, Cuilloine Operator, sampleman, Drillers, Electrician, Pump Attendant, Fitter Grade.II, Mechanic Grade.II, Carpenter Grade.II, Moulder Grade.II, Blacksmith Grade.II, Wellder Grade.II, Kalasi, Instrument Mechanic Grade.II, Grander Stone Crusher, Furnisher, Boiler Attendant Grade.II, Asst. Chemist, Draftsman, Turner, Turoine Operator Grade.II, Plumber Grade.II, Winder Grade.II, Sharper, Fabricator Attendant (Steam Control, Bleaching Digester, Furnace range), Electrician, Turner/Mechanist, Attender, Knife Grinder, Chipper, Calender and rope real	6015	5417	6015	5417	5698	5251

	rewinder, Cutter Machine, Cuillotine Machine, Boiler Turbine, Evaparator, D.M.Plant, Supervisor (Finishing Work, Stock Room, Soda Recovery, Chemist etc.,) Blue Print Operator, Maistry cum Brosser Assistant, Inspector, Kalasi, Jamedar, Maistry, Fireglass Liner, Miller, Compositor, Wireman, Switch Board Operator etc.,						
3	<b>Semi Skilled (Grade.C):-</b> Laboratory Boys, Asst. Operator, Hammer Man, Mechanic Grade.III, Asst. Painter, Asst. Mason, Asst. Carpenter, Asst. Moulder, Store and Yard Boys, Finishers, Weighman and Cilman, Sarder, Attendant Chipper Operator, Knife Grinder, Screening Tracer, Dye preparation, Size Kitchen Chemical godown dyers and size press, Rewinder, Cutter Machine, Spout, Furnace range, Hiptop, Hipo bottom, Chloring Grassifier, Mul Filler, Testers, Effulent Sample, Water Carrier, Black Smith, Kalasi, Plumber, Painter, Attendant (Dfigester house bottom pulp mill, Button, chip, silo pulper, wire boy, Stamper and maker, Ash Driver, Press boy, Wet Boy, Asst.compositor, Builder, Valva Operator, Asst.checker, Pressman, Fireman, Kalasi Pointsman, water Pump attendant, Feed Pump Attendant etc., asst. Knife changer, Asst.Digester, Cool, Asst. Washing Operator, asst.Screening Operator, Assst.Bleach plant Operator, Rag Breaker Attendant, Rag Beater Attendant, Rag Boiler Attendant.	5905	5361	5905	5361	5513	5086

4.	<b>Un-Skilled (Grade.D):-</b> Casual Labour in loading and un-loading operations including chemicals and in Bamboo yard, Chipper house feeding, Brokefeeding finishing, lime supply, Paper Machine broke housing, Fitter house broker, rensing reem packing, Paper godown, Lime remover, Coal Feeding, Waste paper binding and in other operations and similar operations, Token Boys, Sample Boys, Sample Petrol Bunk Attendant, Truck Boy etc., Mazzdoor, Lableman, Attendant, Helpers, cleaners, Sweepers, Scavengers, Chowkidars, Watchman and Ward Security Sardar or Guards ( Whether by contract or otherwise direct payment by management)	5306	5161	5306	5161	5196	4585
5	<b>OFFICE STAFF:-</b>						
1	Manager/ Superintendent	7581	7312	7581	7312	6912	6729
2	Accountant/ Senior Assistant (Accountant Personnel, Purchase material etc.,)	6746	6257	6746	6257	6301	5874
3	Clerk, Typist, Satistical Assistant, Cahier, Stenographer, Office Assistant/ Accounts Asst.,/ Time Keeper/ ESI Stores Purchase	6519	6239	6519	6239	6105	5863
4	Office Attendants (Un-Skilled)	6187	5602	6187	5602	5809	5306

## **COST OF LIVING ALLOWANCE**

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at 662 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1<sup>st</sup> April and 1<sup>st</sup> October. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. For every rise of one point over and above 662 points, an increase of Rs.6.90 (Rupees six and paise ninety only) per point per month shall be paid as dearness allowance to all the categories covered in the Schedule employment.

### **NOTE:-**

- 1) To arrive at daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
- 2) If any category piece rate wages are in vogue, the wage shall be paid at not less than the minimum time rate wages fixed for that class by day or by month as the case may be.
- 3) Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
- 4) Where the nature of work is the same, no discrimination on the payment of minimum rates of wages should be made in respect of male and female workers.
- 5) Paper and allied industries means any paper manufactured from Wood, Pulp Straw Buggasi, Jute Pulp or any other raw material.
- 6) Paper Board means any material used for manufacturing board using wood pulp straw Buggasi, Jute pulp or any other raw material.
- 7) (a) Un skilled work is one which involves simple operations requiring little or no skill or experience on the job.  
(b) Semi- Skilled work is one which involves some degree of skill or components acquired through experience on the job and which is capable of being performed under supervision or guidance of a skilled employer and includes skilled supervisory work.  
(c) Skilled work is one, which involves skill or compliance acquired through experience on the job through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgments.
- 8) (I) Zone-I comprises of
  - a) All Municipal corporations in the State.
  - b) All Selection Grade and Special Grade Municipalities.(II) Zone-II comprises of the rest of the areas in the State.

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